

ABSTRACT OF THE DISCLOSURE

The emergent structure analysis of the present invention enhances a computer-supported tool for improved enterprise process analysis and change management. The new and improved system and method of the present invention collects data on the patterns of interaction among people in an organization, analyzes these relationships with respect to specific organizational processes and issues, and presents the results in a graphical format useful for business management organization decisions.

The emergent structure analysis is a selection and transformation process. Its data are the issues that have been defined as important for an organizational or system study and the organization members' reported perceptions of their regular interactions with others about those issues, as gathered by a specialized data collection instrument. According to criteria defined by an analyst using appropriate software in accordance with the invention, the process selects a subset of this raw data, creates a suitable structure, and connects each person record to its appropriate level in the structure.